



CECOM Science & Technology (S&T) Reinvention Lab

Issue 8

February 01

What's New?

- The National Defense Authorization Act for Fiscal Year 2001 was signed into law by President Clinton on 30 October. It contained a provision affecting personnel demonstration projects. It now authorizes DoD to establish and operate personnel demonstration projects in Science & Space Technology labs without the approval of OPM. Although our project had already been reviewed by OPM, approval now shifts to the Secretary of Defense (or his designee). We are awaiting final signature.

Recent Changes:

- The pay bands have been adjusted removing the overlapping feature in all but two pay bands. Band III and Band IV of the Engineers and Scientists Occupational Family are the only two bands that overlap. A diagram of the new pay band structure is provided on page 4.
- The 50% rule has been eliminated.
- A new performance-based rule has been added that applies **only** to employees in Band III of the Engineer and Scientist (E&S) occupational family. A complete explanation of the **Significant Accomplishment-Contribution Rule** is provided on page 3.
- The most recent version of the project plan, dated 5 December 2000 is on our website in PDF format. It is also available in summary format.

<http://www.monmouth.army.mil/cecom/rdec/PersDemo/main.htm>

What's Next?

- The project plan is now awaiting signature by the Secretary of Defense. Once signed, it is published as a *Federal Register* Notice of Intent. The *Federal Register* provides notification to both Congress and the workforce and will be distributed to each employee of the CECOM RDEC, SEC and ISEC. Employees can respond to the *Federal Register* Notice with their written comments. This is the first of two *Federal Register* publications.
- Within 30 days after the first *Federal Register* notice is published, Fort Monmouth will host a public hearing. A public hearing is an opportunity for employees and the public to provide oral comments on the proposed Personnel Demonstration Project. Employees located at other sites with video teleconferencing facilities can observe the public hearing and submit written comments.
- Following a review of the comments and any necessary revisions, a second and final *Federal Register* Notice of Approval is published and distributed to every employee. All comments from the public hearing will be summarized and addressed in the final notice.

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- After the first *Federal Register* is published formal negotiations with the Unions representing RDEC, SEC and ISEC employees will be scheduled. Formal Union negotiations are required on all aspects of the proposed plan. Demo employees located at Fort Monmouth NJ, and Fort Huachuca AZ are represented by these Unions:

Fort Monmouth NJ:

Local 1904, American Federation of Government Employees (AFGE) represents all Fort Monmouth employees in nonprofessional occupational series (GS-334, 560, 318, 343, etc.)

Local 476, National Federation of Federal Employees (NFFE) represents all Fort Monmouth employees in professional occupational series (GS-855, 854, 1515, etc.)

Fort Huachuca AZ:

Local 1662, American Federation of Government Employees (AFGE) represents all Fort Huachuca employees in non-professional occupational series (GS-334, 560, 318, 343, etc.)

These Unions will represent and negotiate in behalf of all employees (members and non-members) in the appropriate series at their geographic

location. These Unions represent approximately 1,200 of the 2,800 employees in the CECOM S&T Personnel Demo.

- Implementation follows no sooner than 90 days after the final *Federal Register* Notice is published. If negotiations with the Unions are not completed or, if agreement cannot be reached, the demonstration project will be implemented for those employees not represented by a Union. These are primarily managers, supervisors and those employees at Fort Belvoir, Virginia where there are no unions.

- *Over the next two months there will be a number of Town Meetings and Update Briefings to explain the Personnel Demonstration project and the most recent changes.*

How Will Pay Banding Impact Me And Where Do I Fit In?

Pay banding is a major change from the current system of GS grades. Under pay banding GS grades are **grouped** in bands and the individual grades and steps disappear. Pay progression within the pay band is based on an employee's performance. To progress from a lower pay band to a higher pay band generally requires a competitive promotion.

Pay bands do retain a link to the GS grades. The salary level for the start and endpoint of each band are tied to the salaries of the GS grades. Each year the salary levels will change with the General Schedule pay increase.

PERSONNEL DEMO

The Personnel Demo Newsletter is an unofficial publication authorized under the provisions of AR 360-81. It is published quarterly for employees of the CECOM Research, Development and Engineering Center, Software Engineering Center and the Information Systems Engineering Command, to create a better understanding of the S&T Personnel Demo. The views and opinions expressed in this newsletter are not necessarily those of the Department of the Army. (Circulation 3,600)

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The GS grades and how they are grouped in pay bands depends on which occupational family your job series fits into. A table is provided on page 4A. You can determine the band you will map into using the charts on page 5 and 6.

Key to determining your future pay increases is your performance. If you want to get an idea of how your performance will be rewarded, click on:

<http://www.monmouth.army.mil/cecom/rdec/PersDemo/main.htm>

Check out "What's in it for me?"

The Significant Accomplishment-Contribution Rule

The Significant Accomplishment-Contribution Rule applies **only** to employees in Engineer & Scientist Band III whose salaries fall in the top 15% of the pay band. The purpose of this rule is to ensure that performance and level of responsibility track with salary growth. This becomes particularly significant as pay banding provides the opportunity to receive salary increases without a formal change in position or competitive promotion.

Using the 2001 GS salary table in the Fort Monmouth area, the salary range for E&S Band III is from \$54,791 to \$100,095. In this example, the rule would apply to those E&S employees whose base pay is between \$85,081 and \$100,095, as illustrated below.

❑ Employees in this group scoring in the **top third** of all employees in their pay pool would receive the **full base pay increase** allowed. The balance of the payout would be paid as a one-time lump sum bonus.

❑ Employees in this group scoring in the **middle third** of all employees in their pay pool would receive a **1% base pay increase**. The balance of the payout would be paid as a one-time lump sum bonus.

❑ Employees in this group scoring in the **bottom third** of all employees in their pay pool would receive **no base pay increase**. The full payout would be paid as a one-time lump sum bonus.

Engineers and Scientists	Corresponding GS Grades																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	> 15	
I - Student Trainee	I																
II - Developmental					II												
III - Full Performance												III					
IV - Senior Technical Supervisors & Managers														IV			
V - Senior Scientific - Technical Manager																V	

The Significant Accomplishment - Contribution Rule applies to employees in this salary range only.

[illegible]

Job Series - Occupational Family Table

Engineers & Scientists

0180	Engr Psych	0899	Student Trainee (Engr)
0801	General Engineer	1301	Physical Scientist
0810	Civil Engineer	1310	Physicist
0830	Mechanical Engineer	1320	Chemist
0850	Electrical Engineer	1515	Operations Research Analyst
0854	Computer Engineer	1520	Mathematician
0855	Electronics Engineer	1550	Computer Scientist
0892	Ceramics Engineer	1599	Student Trainee
0893	Chemical Engineer		(Computer Science)
0896	Industrial Engineer		

Business & Technical (B&T)

0018	Safety Occ Health	1101	Indus Liaison Spec
0028	Environ Protection	1102	Contract Specialist
1301	Miscellaneous Admin and	1150	Industrial Specialist
	Program (GS-9 and above)	1152	Production Control
0334	Computer Specialist	1311	Physical Sciences Tech
0340	Program Manager	1410	Librarian
0341	Administrative Officer	1412	Technical Information Spec
0342	Support Services Spec	1499	Student Trainee
0343	Management & Program Anal	1521	Mathematics Technician
0346	Logistics Management	1601	Equipment Manager
0391	Telecommunications	1640	Facility Manager
0501	Resource Mgt Office	1670	Equipment Specialist
0510	Accountant	1910	Quality Assurance Specialist
0560	Budget Analyst	2001	General Supply
0802	Engineering Technician	2003	Supply Program Mgt
0818	Engineering Drafting	2010	Inventory Management
0856	Electronics Technician	2181	Aircraft Operations
1001	General Arts and Information	2101	Transportation specialist
1082	Writer-Editor	2130	Traffic Management
1083	Technical Writer & Editor	2200	Information Technology
1084	Visual Info Spec		

General Support (GEN)

0085	Guard	0561	Budget Assistant
0086	Security Clerical and Asst (If	1087	Editorial Asst
	not CIPMS)	1411	Library Technician
0302	Messenger	2005	Supply Technician
0303	Misc Clerk and Asst*	2102	Transportation Clerk and Asst
0305	Mail Clerk		
0312	Clerk Stenographer		
0318	Secretary		
0326	Office Automation Clerk		
0332	Computer Operator		
0335	Computer Asst		
0344	Management Assistant		
0399	Student Trainee (Office Support)		
0525	Accounting Technician		

* Positions at GS-7 and below

E&S Occupational Family

E&S Conversion Table
GS Grade (Step) to Pay Band

GS GRADE	STEP	RANGE	BAND
1	1	10	I
2	1	10	I
3	1	10	I
4	1	10	I
5	1	10	II
6	1	10	II
7	1	10	II
8	1	10	II
9	1	10	II
10	1	10	II
11	1	10	II
12	1	10	III
13	1	10	III
14	1	10	IV
15	1	10	IV

B&T Occupational Family

B&T Conversion Table
GS Grade (Step) to Pay Band

GS GRADE	STEP	RANGE	BAND
1	1	10	I
2	1	10	I
3	1	10	I
4	1	10	I
5	1	10	II
6	1	10	II
7	1	10	II
8	1	10	II
9	1	10	II
10	1	10	II
11	1	10	II
12	1	10	III
13	1	10	III
14	1	10	IV
15	1	10	IV

GEN Occupational Family

GEN Conversion Table GS Grade (Step) to Pay Band

GS GRADE	STEP	RANGE	BAND
1	1	10	I
2	1	10	I
3	1	10	I
4	1	10	I
5	1	10	II
6	1	10	II
7	1	10	II
8	1	10	II
9	1	10	III